

# Inclusive Banyule - Inclusive Business

## Multicultural Banyule

### Inclusive businesses

## A multicultural and multifaith community

Building inclusive societies, those without discrimination or prejudice, is a common goal of governments. It is unlawful to discriminate on the grounds of a wide range of characteristics, including 'race', skin colour, nationality, ethnic origin, or faith.

Building an inclusive Banyule is a core commitment of Council – and of our community, as shown by the 'Community Vision' that Banyule residents developed:

**“We in Banyule are a thriving, sustainable, inclusive and connected community. We are engaged, we belong, and we value and protect our environment.”**

Australia is a culturally diverse nation. Many Victorians were born overseas or have parents who were born overseas. It is important to recognise and celebrate this diversity, while not putting undue emphasis on cultural (or other) differences. As was clear during the coronavirus crisis, we really are all one community.

**“Our community is made up of diverse cultures, beliefs, abilities, bodies, sexualities, ages and genders. We are committed to access, equity, participation and rights for everyone: principles which empower, foster harmony and increase the wellbeing of an inclusive community.”**



# Inclusive Banyule - Inclusive Business

## Multicultural Banyule

### Inclusive businesses

## Inclusive language

People from multicultural backgrounds often speak and understand English language even if not written English – much more than most Australians with English as their first language speak other languages!

The words we speak and the attitudes we show should always aim to be inclusive. Inclusive language is free from words, phrases and tones that belittle, exclude, stereotype or discriminate against people on the basis of their race, ethnicity, age, gender, disability, sexuality, religion – or perceptions around those.

Written and verbal language play a powerful role in both the contributing to and tackling discrimination. Inclusive language helps promote positive and respectful relationships; it acknowledges everyone and treats all people equitably.

Terms such as ‘migrant’, ‘immigrant’ or ‘overseas born’ are often used to describe people simply based upon their appearance. Even where people have been born overseas, these terms work to position them as being outside of the Australian community. They should really only be used if they are contextually necessary, or if the person describes themselves using those words.

Similarly, it is often not relevant to specify a person’s cultural background. If it is necessary, it is best to acknowledge that they are Australian as well. For example, by using terms such as ‘Vietnamese Australian’ or ‘Greek Australian’.

Categorising groups of people generally, such as calling them ‘Asian’, is inappropriate. This is because it doesn’t recognise distinct cultural differences between people from countries such as Japan, Vietnam, India and China.

This is also true for religions. We can’t assume we know a person’s faith because of how they look, dress, or their ethnic background. For example, not all Arabic people are Muslims; not all Africans are Christians. If you’re unsure how to describe someone, you could politely ask them! Here are some further tips:

People or Group	Inclusive terms	Terms to avoid
<ul style="list-style-type: none"> <li>• Culturally and linguistically diverse communities</li> <li>• People of a refugee background</li> <li>• People of a migrant background</li> <li>• People seeking asylum</li> <li>• Newly arrived people</li> </ul>	<ul style="list-style-type: none"> <li>• Vietnamese Australia</li> <li>• Jewish people/Australians (Israeli if from Israel)</li> <li>• Pakistani people</li> <li>• Chinese Australian</li> <li>• Somali Australians</li> <li>• Sudanese Australians</li> </ul>	<ul style="list-style-type: none"> <li>• Generic terms like Asian or African</li> <li>• Boat people</li> <li>• Refugees</li> <li>• Migrants</li> <li>• Jews</li> <li>• Paki</li> </ul>

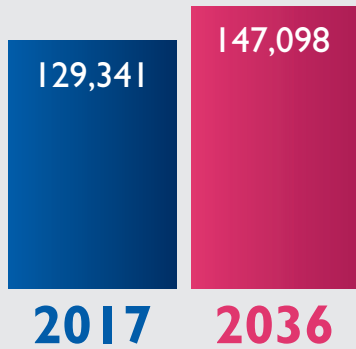
**For more information contact the Community Planner for Multicultural Banyule on 9098 8011 or email [enquiries@banyule.vic.gov.au](mailto:enquiries@banyule.vic.gov.au)**

# Inclusive Banyule - Inclusive Business

## Multicultural Banyule

### Inclusive businesses

Estimated resident population



Residents come from over

**140**  
countries

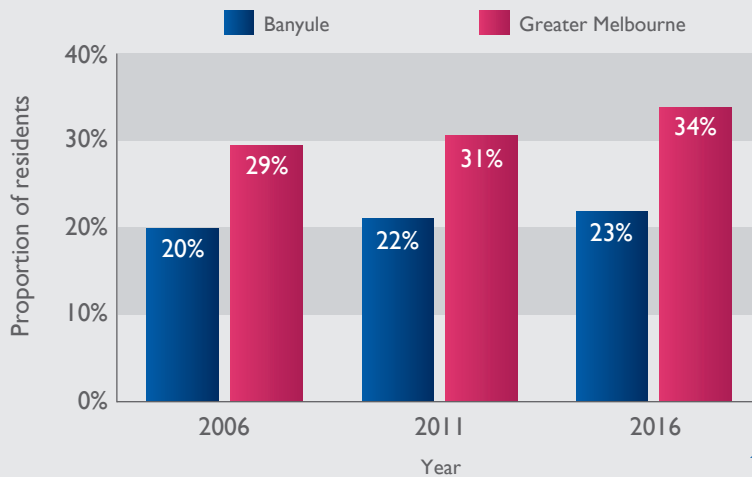


Residents speak around

**120**

different home languages

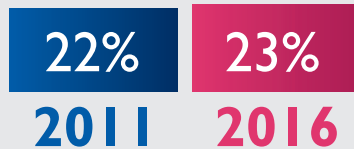
Proportion of overseas born residents



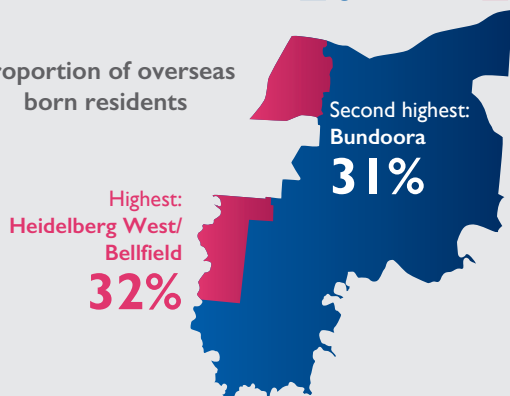
The main overseas countries of birth for Banyule residents are:

1. **United Kingdom**
2. **China**
3. **Italy**
4. **India**
5. **New Zealand**

Residents born overseas



Proportion of overseas born residents



Between 2011 and 2016, the number of residents born in China increased

**47%**

or 1,111 persons.

**India** +367 persons

**Iran** +321 persons

**Vietnam** +20 persons

The largest decrease in birthplace was for residents born in Italy

**-307**  
people